

THE

VOICE OF DIVERSITY



The success of the Nevada National Guard cannot be sustained long-term by individual achievement, but at the extraordinary power of a unified, talented, “always ready, always there” organization. This is an organization at which leaders at every level are loyally committed to one another and our shared vision of success. I often get asked, “Bill (or Gen) why do you think DIVERSITY is so important?” Well the answer is very simple, Diversity isn’t just important; it is IMPERATIVE if an organization is going to survive in the future world. The real question that should be asked is “How can we as an organization possibly do our mission if we don’t intuitively or instinctively understand our own people or those in the AORs we may find ourselves?” The answer is real simple, “WE CAN’T!” If we are to remain the military organization of choice, we must embrace a strategy that is inclusive, encourages innovation, mandates teamwork, and consistently strives to be a best practice. That describes diversity. Malcolm Forbes once said, “Diversity is the art of thinking independently together.” If you think about that statement in its simplest form it takes us all back to our childhood when we learned that one stick (or thoughts) could easily be broken. However if you had a group of sticks (or thoughts) bound together by a common bond, then they held strong and were extremely difficult if not impossible to break. This is where Diversity gets its strength; thru the inclusion of many, an organization gains its strength. This is why it is so very important that leadership at all levels demand and stand for openness, diversity, inclusion and the removal of any real or perceived glass ceilings.



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We must remember, “We are better together than we are alone.” From diversity of thought to execution, we must have a passion for learning and growing collectively to accomplish our state and global missions. This can only be achieved by the recognition that every soldier, airmen and civilian add value and matter.

We all know what has to be done. We have to change the “way” we recruit by taking a serious look at “who” we recruit. All of our planning has to include a diversity framework to insure diversity. Each of us must stand tall and step up to the challenges presented by diversity and be part of the solution to insure inclusion. We all have to become a learning leader for diversity and inclusion within our respective organizations. It has once been said, if you always do, what you’ve always done, you will always get, what you’ve always got! I encourage strategic thinking, bold leadership, and a willingness to take common sense risk in achieving a lasting legacy of diversity. Lastly, it is about mentorship, become a diversity mentor! Everyone can make a contribution in this effort. **Brigadier General William Burks, The Adjutant General**

Brigadier General Ondra Berry

E Pluribus Unum is the motto suggested by the committee Congress appointed on July 4, 1776 to design “a seal for the United States of America. Some have described this saying as “out of many one or many uniting into one.” Little did our founding fathers know that the country in 1776 would be as demographically, ethnically, religiously, and as culturally diverse in 2014! I do believe that there was a recognition that if the country was to succeed, that we would need to collectively work together towards a common goal. In that context, that is our call to duty each day! When we begin to truly understand that we are better together than we are alone, and that diversity really starts with how we think, i.e. diversity of thought, then I believe that is when we truly start to draw upon the power of out of many one.



We are a nation, specifically a military, which represents those who stood up, and stand out, the 1%, who voluntarily signed up to support and defend our country. I also believe that as we do our day to day work, that we believe and defend the words at the base of the Statue of Liberty, ‘give me your tired, your poor, your huddled masses, yearning to breathe free; the wretched refuse of your teeming shore. Send these, the homeless, tempest-tost to me, I lift my lamp beside the golden door!’ I have long believed that diversity is really about freedom. The freedom to live in a nation where you have the ability to unleash your full potential within the parameters of the constitution, the laws of this nation, and the expectation that we are only at our best when we treat each other with dignity and respect. When we draw on the wisdom of a workforce that reflects the population we serve, we are better able to understand and meet the needs of our citizens, those we truly service, the American people.

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Everyone has the ability to succeed!

By SMSgt Luis Loe

Everyone has the ability to succeed in reaching their goals in life. Here is a story I remember reading about in a Zig Ziglar book called “Meet You at the Top”. Kind of goes like this:

There was this balloon salesman in the park selling his balloons. Business was brisk, but when it slowed down he would release a balloon to draw more customers in. He first let go a blue balloon that soared high enough for all those around the park to see and sure enough, he would get more customers. Later when it slowed down again, he let out a white balloon which again soared high and brought in more customers. He did the same thing a little later with a red balloon, again with the same results. About that time an African American kid who had observed him letting the balloons go came to him and asked “If you let a black balloon go will it go as high as the others?” The balloon salesman sensed the opportunity for a life lesson and seized the moment. He told the young man that “It is not the color of the balloon that says how high it will go; it is what is inside the balloon that gives it the ability to go so high up.”

We all have ability inside of us. It is how we use and develop it that dictates how “high” we will go.

- Our ability is what we are capable of doing.
- Our motivation is what says how much we will do.
- Our attitude and enthusiasm will dictate how well we will do it.

The difference between you and Kevin Durant or LeBron James (Basketball superstars) is motivation, attitude and enthusiasm (also maybe a few inches in height). I bet most of you reading this probably will also say talent has a lot to do with it. I would have to say only to an extent, let me explain. Everyone has a measure of talent to do anything they want; the secret is to develop that talent to reach your fullest ability. You may have a very, very small talent for basketball, but if you worked at it for eight to ten hours a day for a few years, I guarantee you that you would develop a great ability to play basketball. That’s what the great players do; develop their “measure” talent. Having very little talent just means that you have to work that much harder to develop your ability than someone that has more talent. Even Michael Jordan didn’t make his freshman basketball team, but did he quit? NO! What he did was practice every moment he could to develop his measure of talent into what turned into a great ability to play basketball.

We can do anything that we put our minds to; we just have to use our motivation, attitude and enthusiasm to develop our ability to reach our goals.



Inclusion is Essential

It's is the right thing to do: America's promise is a moral imperative that every life is precious and every spirit deserves dignity and respect.

It is our organizational policy: Military discipline, the cornerstone of the military is non-negotiable.

Changing Demographics:

This is a readiness issue! The war for talent demands understanding and response to society's demographic shifts.

It is essential in building safe & productive work environments:

Soldiers, Airmen, and Civilians will only produce their best work in an environment of emotional and physical well-being.

It directly impacts the ability to perform the mission:

Leveraging diversity not only impacts recruiting and retention, but impacts every aspect of mission readiness and mission accomplishment.

Champions of Diversity are role models who take actions when appropriate and address behaviors when necessary.

Continued from page 2 Brig Gen Berry

America was founded on the ideal that from many, we are one, a whole that is greater than the sum of its parts. That is the rationale for inclusion. I encourage each Airmen, Soldier and Civilian in 2014 to be more inclusive in your thinking, in your relationships, in your mentoring, and in your continuous improvement efforts involving yourselves and others. Be the difference maker. Be the change that you wish to see in others. As you work on being your best self each and every day, work to create a legacy where others define you as a person, a leader that, that demonstrates not just in words, but in actions, someone that has a genuine concern and care for all members of our workforce. Futurist Alvin Toffler said it best, “The illiterate of the 21st century will not be those who cannot read and write, it will be those who cannot learn, unlearn, and relearn.” Make 2014 Your BEST YEAR!!!!

Upcoming Meeting

Held in the LRS
conference room at the
NVANG

09 Jan 2015 1500hrs

You and the NVNG - Pure Metal or Alloy?

By Lt Col Glen Martel

As the NVNG moves forward in these challenging times, each of us must make a decision. “Do I want to be a pure metal, alone in my structure, or do I want to be part of a new alloy material, which requires a strong mix of experiences, thoughts and talents?”

While base metals are unique and needed in many industries, alloys are combinations of various materials. This fusion of metals and/or non-metals can provide characteristics such as improved strength, corrosion resistance, and being lighter and more essential than the individual parts.

The benefits of alloys outweigh the cost or difficulty in getting the varied materials to fuse together to form the new, improved material.

I submit that each of you needs to become an alloy for the NVNG. Bring your individuality, respect for others; share your experiences, utilize others experience that you do not have; have pride in your background, share it with others and embrace backgrounds that are different than yours, and empower others to be a part of the new NVNG alloy.

With your understanding of the power of an alloy, the NVNG, with your help, will weather the many significant challenges ahead and come through stronger, more experienced and powerfully flexible, better than ever!

NV CITIZENS helping TROOPS PROJECT

Citizens, Businesses, & Schools Supporting Nevada Service Men and Women

By Lt Col JoAnn Meacham

One of the strategic priorities of the Nevada National Guard is Diversity". However, Diversity seems to have different meanings for different people and sometimes conjures up negative feelings and emotions. Therefore, I thought I would share what Diversity means to me and more importantly, what I am doing about it.

Among other things, Diversity means that we should "look like" the general population within our community with regards to the typical differences such as race, sex, religion, and cultures. The community in which we live—the GREAT State of Nevada—is becoming increasingly diverse. How can the military tap into it in a way that we reflect our community back to itself? We, in the military, need to interact more with the community and have a better understanding of what the community *thinks* about the military. In order for members of our community to decide what to think about us, they first need to know about us. This is where the NV Project comes in.



A fellow employee at NV Energy and I started a new service project, called the NV Project. The mission of the NV Citizens helping Troops Project (NV Project) is to provide Nevada themed care packages to deployed Nevada service men and women and their families; create a forum for Nevada Citizens and Businesses to volunteer and provide supplies; and provide outreach to Nevada K-12 schools to promote patriotism and increase awareness of the challenges in education in other parts of the world. The NV Project started humbly in the fall of 2011 as a one-time supply drive and which included a presentation to Van Gorder Elementary School. This has blossomed and with the help of volunteers at NV Energy and the Air National Guard, I have presented my deployment story to over 2000 school aged children in elementary schools and Girl Scout troops, and sent over 100 care packages to deployed members of the Nevada National Guard and Active Duty Nevadans.

Through the NV Project, I have learned that the vast majority of our civilian community doesn't know what the military does and doesn't know anyone that serves. By telling my deployment story to members of the community, they become informed and many become ardent supporters of the military. More importantly, they are learning about what the military does first hand, rather than filtered through biased media outlets. I am convinced that if we, the men and women of the Armed Forces of the United States, don't tell our stories, the world will never know the truth! This is the reason that we decided to continue with the NV Project. If you are ready to tell your own deployment story, please contact me. I can provide you with ideas and materials, and help connect you to members of the community. By doing so, you will influence the way the community thinks about us and ultimately increase their level of understanding and support for what we do. Thank you for your time, energy and effort in serving this great Nation and the State of Nevada.

Diversity and Inclusion in the Nevada National Guard

The NVNG's mission for diversity is to create and sustain an organization that is dedicated to the mission, values diversity, and ensures each individual has the opportunity and means to reach maximum potential.

The diversity vision for NVNG is to achieve an organizational culture where diversity is valued as a personnel readiness, combat multiplier that is critical to mission readiness.

Diversity and inclusion are more than awareness and appreciation.

The NVNG must embrace the strengths of all Soldiers and Airmen in order to meet the challenges of fulfilling both federal and state missions; and it is the responsibility of all Soldiers and Airmen, regardless of rank or pay grade, to focus on the strengths and positive characteristics of those on their team.

Diversity is generally defined as differences in characteristics, background, attributes and experiences; however, NVNG leadership expanded the definition of diversity to include the creation of a culture and policy that reflects:

- A relentless push to greatness through continued learning
- Absolute respect for all people, ranks, functions and positions
- Equal opportunity for advancement and opportunity to all
- An environment of fairness and trust that ensures that each person is given the opportunity to reach his or her full potential
- An interdependent mindset where collaboration is how we operate
- Acceptance of different thoughts, ideas, and perspectives
- Inclusion and engagement that capitalizes on the talents of all
- Focus on the mission to be accomplished

Have the moral courage to speak up and stand up against improper behavior.

Inclusion is defined as a workplace culture fostered by all, regardless of rank, that promotes respect, trust, open dialogue, and career development support for all personnel; and, an inclusive organization recognizes and integrates the attributes of the workforce to successfully accomplish the mission.

The NVNG is committed to ensuring all workforce members' individual talents, skills, relevant characteristics, and interests are accurately identified, developed, and leveraged to maximize mission effectiveness.